

Corporate governance

Basic policy

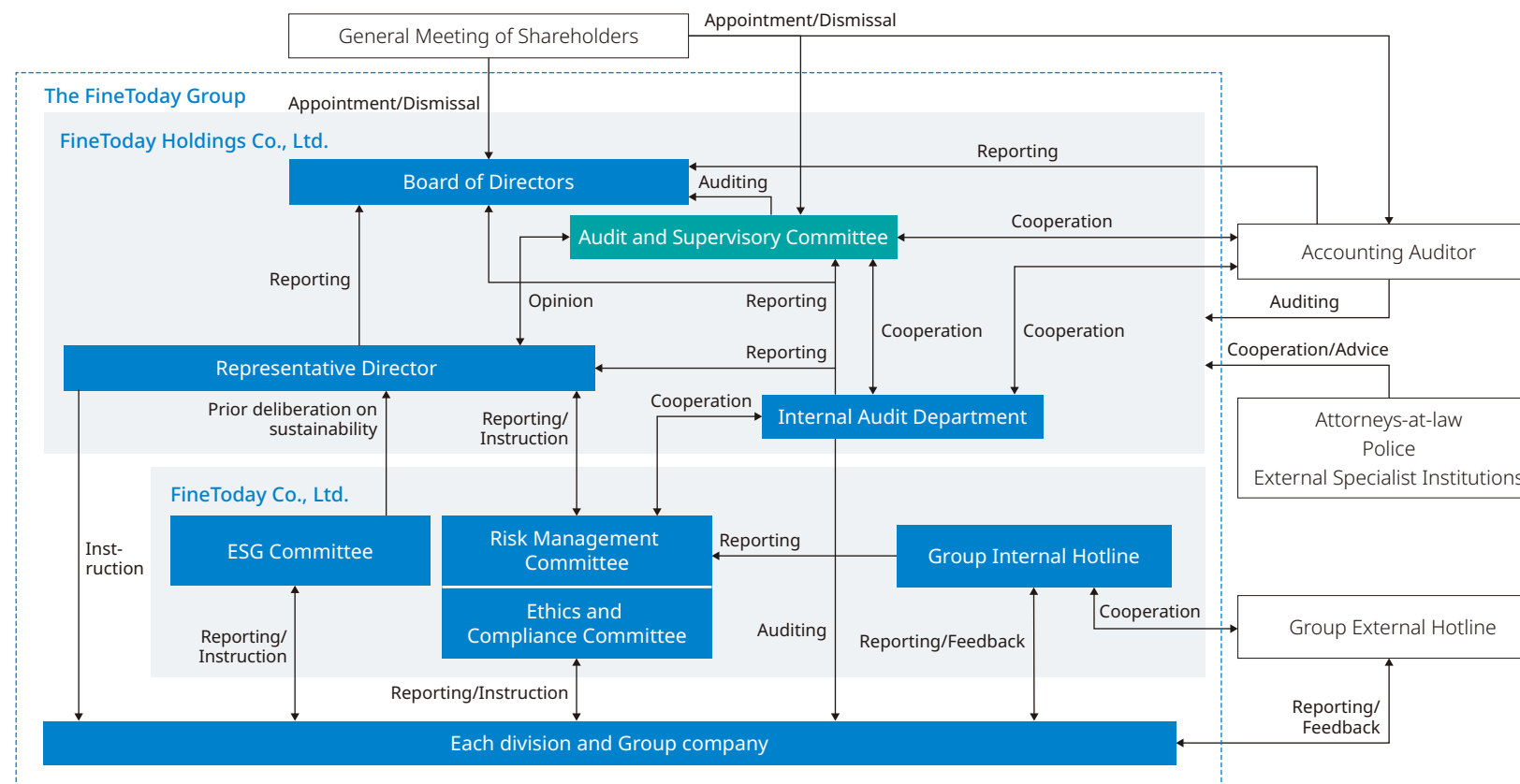
The FineToday Group takes a transparent governance system to be one of our key management issues (materiality). We will continue striving to maintain and improve the transparency, fairness, and speed of decision making while engaging in dialogue with all stakeholders, including customers, suppliers, employees, shareholders, local communities, and the planet, reflecting the results in further improvements to maximize corporate value over the medium to long term.

Corporate governance system

The FineToday Group's goal is to be an independent company by building our own unique business model grounded in the personal care business succeeded from Shiseido Co., Ltd. One of our goals is an IPO, and we are accelerating efforts to establish a corporate governance system satisfying the listing examination standards.

In April 2023, FineToday Holdings Co., Ltd. transitioned to a company with an Audit and Supervisory Committee from a company with a board of corporate auditors. This move aims to strengthen the Board of Directors' core function of monitoring through management oversight, supervision, and assessment.

— The FineToday Group's Corporate Governance Framework (as of May 2023)



Corporate governance

Board of Directors

The Board of Directors of FineToday Holdings Co., Ltd. has nine members in total (including two independent outside directors): two executive directors, three outside non-executive directors, and four outside directors/Audit and Supervisory Committee members.

The Board meets monthly in principle, deciding on management strategies and plans and making other important management decisions. It also receives reports on matters such as execution of the duties of directors, important business operations by Group companies, and compliance and risk management. It oversees Group management as a whole.

In addition to deliberating on important corporate management policies as needed, the Board also strives to enhance management oversight functions further through means such as advising executives.

Audit and Supervisory Committee

The Audit and Supervisory Committee of FineToday Holdings Co., Ltd. has four members in total (including two independent outside directors who satisfy the company's independence criteria).

The Audit and Supervisory Committee establishes audit policies, plans, etc. and audits the performance of the duties of Directors and other executives. Audit and Supervisory Committee members cooperate with the accounting audit firm and the Internal Audit Department through means including exchange of opinions on annual audit plans and audit findings, while respecting each other's auditing independence.